

भारत का राजपत्र **The Gazette of India**

प्रसाधारण

EXTRAORDINARY

भाग I—खण्ड 1

PART I—Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं० 117] नई दिल्ली, बुधवार, जुलाई 8, 1970/आषाढ़ 17, 1892

No. 117] NEW DELHI, WEDNESDAY, JULY 8, 1970/ASADHA 17, 1892

इस भाग में जिस पृष्ठ संख्या दी जाती है जिससे कि यह प्रलग संकलन के रूप में रखा जा सके ।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION

(Department of Labour and Employment)

RESOLUTION

New Delhi, the 7th July 1970

No. WB-7(3)/70.—By their Resolution No. WB-7(2)/65, dated the 16th November, 1965, the Government of India set up a Second Wage Board for the Sugar Industry to consider the question of a further revision of the wage structure in the industry. The Board was required to keep in view the following while making its recommendations:—

- (i) the recommendations of the First Wage Board for the Sugar Industry, constituted by the Government of India by their Resolution No. WB-7(2)/57, dated the 26th December, 1957, and Government decisions thereon as published in Resolution No. WB-7(30)/60, dated the 23rd February, 1961;
- (ii) the principles of fair wages as set forth in the Report of the Committee on Fair Wages;

- (iii) the needs of the industry in a developing economy, including the need for maintaining and promoting exports;
- (iv) special features of the sugar industry;
- (v) the requirements of social justice;
- (vi) the need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing their skill; and
- (vii) the desirability of extending the system of payment by results.

2. The composition of the Wage Board was as follows at the time of submission of its final report:—

Chairman

Shri K. Bhimasankaram.

Independent Members

Shri R. S. Panj hazari, M.P.

Prof. R. Balakrishna.

Members Representing Employers

Shri V. V. Ramana.

Shri R. P. Nevatia.

Members Representing Workers

Shri Kashi Nath Pandey, M.P.

Shri Braj Kishore Shastri.

3. The Wage Board made recommendations for grant of interim relief. These were accepted by the Government and notified for implementation.

4. The Board's final report was submitted to the Government on the 18th February, 1970. A summary of the recommendations is appended.

5. A tripartite meeting was convened at New Delhi on the 29th April, 1970, to discuss the final recommendations of the Wage Board. After careful consideration of the Board's report and the discussions at the meeting held on the 29th April, 1970, Government have decided that the majority recommendations of the Wage Board on matters covered by its terms of reference be accepted and that the concerned employers be requested to implement them expeditiously.

6. Government have taken note of the recommendation in paragraph 364(17) (ii) of the Wage Board's report, that a tripartite committee be set up at the Central level to issue clarifications on points connected with the implementation of the Wage Board's recommendations. Government, however, do not consider it necessary to set up such a machinery, particularly in view of the arrangement recommended in paragraph 364 (17)(i) of the Board's report.

7. Government has also taken note of the demand for payment of suitable retaining allowance to unskilled workers during the off-season. Government are of the view that a satisfactory settlement of this issue would serve the interests of social justice and would be conducive to the smooth implementation of the Wage Board's recommendations which have to remain in operation for a period of five years from 1st November, 1969. Government accordingly commend to both parties, employers and workers, the holding of talks between them, either directly or under the auspices of State Governments, with a view to evolving mutually acceptable principles for payment of retaining allowance to unskilled seasonal workers, taking into account varying local conditions.

8. The Government of India wish to express their appreciation of the manner in which the Board has dealt with matters entrusted to it.

ORDER

Ordered that a copy of the Resolution be communicated to all concerned.

Ordered also that the Resolution be published in the Gazette of India (Extraordinary) for general information.

APPENDIX

SUMMARY OF RECOMMENDATIONS

1. The recommendations of this Board should apply to the vacuum pan sugar factories and not to the khandsari and gur refineries and allied industries such as manufacture of potable spirit, power alcohol and confectionery and sugarcane farms.

Paras. 13 and 16

2. All employees in the sugar industry falling within the definition of 'workman' as contained in the provisions of the Industrial Disputes Act, 1947 should be covered by the recommendations of this Board. Employees such as Labour Welfare Officer and medical and educational staff should also be governed by the recommendations of this Board.

Para. 20

3. (i) If a workman is transferred from the sugar factory to any other allied industry, then he should receive the same wages as obtaining in the sugar factory or that in the allied industry, whichever is higher.

Para. 21(i)

(ii) If a workman is employed to work partly in the allied industry including the sugarcane farms owned by the sugar factory and partly in the sugar factory, he should receive the same wages as obtaining in the allied industry or in the sugar factory, whichever is higher.

Para. 21(ii)

(iii) All persons employed by a sugar factory for work in its residential colony should also be included in the definition of workman for the purpose of the recommendations of this Board.

Para. 21(iii)

4. The recommendations of this Board should apply to workmen engaged by a contractor of a factory for work connected with:—

- (a) manufacturing process as defined in section 2(k) of the Factories Act, 1948; or
- (b) cleaning any part of the machinery or premises used for manufacturing process; or
- (c) any other kind of work incidental to, or connected with the manufacturing process or subject of manufacturing process including handling, loading or unloading of raw-material, stores and finished product within the premises of the factory; or
- (d) repair and maintenance of machinery, building or other capital assets of the sugar factory.

Paras. 22 and 23

5. The contract labour employed outside the factory premises and in harvesting and/or transporting of sugarcane are not covered by the recommendations of this Board.

Para. 24.

6. The Board unanimously made interim recommendations with regard to the age of retirement of workers, extension of the maximum of the scales of pay having annual increments for a span of seven years or less and payment of variable dearness allowance (effective from 1st July, 1967) on the basis of the average of the All-India Consumer Price Index Numbers for Working Class (Base: 1949 = 100) during the preceding 12 months from July to June instead of the earlier practice of paying it on the same basis from 1st October every year.

Paras 131 to 133

7. A Nomenclature Standardisation Sub-Committee was appointed by this Board to review and to bring the standard nomenclature of the different categories of employees, their grades, their principal duties, etc., up-to-date (Para. 188). The Board has generally agreed with the recommendations made by this Sub-Committee. The revised scheme containing the standard nomenclatures, their grades,

their principal duties and qualifications is furnished in Appendices V-A and V-B (Para. 169). The important recommendations pertaining to the different categories of employees are as follows:—

(i) In lieu of the existing 8 grades for the Operatives, *viz.* Unskilled, Semi-skilled B, Semi-skilled A, Skilled C, Skilled B, Skilled A, Highly skilled B, and Highly-skilled A there will be 6 grades, *viz.* Unskilled, Semi-skilled C, Skilled B, Skilled A and Highly-skilled. The existing incumbents in the Semi-skilled B and A grades will be fitted into the Semi-skilled, grade, unless otherwise indicated. The existing incumbents in the Highly-skilled B grade will be fitted into the Highly-skilled grade, unless otherwise indicated and those in the Highly-skilled A grade will continue to remain in the same grade with the scale of pay as revised now, unless otherwise indicated.

(ii) In all regions excepting Maharashtra, at present, there are 7 clerical grades, *viz.* Clerical Grade VI, V, IV, III, II-B, II-A and I in Maharashtra region, there is no Clerical Grade VI. The Board recommends abolition of grade VI, classification of grade II-B as grade II and of grade II-A as grade I. All employees who are at present in the Clerical grade I shall be placed in the Supervisory B grade.

(iii) At present, there are 4 grades for Supervisory employees, *viz.* D, C, B and A. The Board recommends abolition of the Supervisory D grade and also recommends two different wage-scales for the Supervisory A grade. All categories of Supervisory employees will be fitted into these grades.

(iv) The Board recommends upgradation of over 50 occupations.

(v) The Board recommends grades, duties, etc., for Labour Welfare Officers and Medical Officers.

(vi) Some designations listed by the First Wage Board have not been in common use. Such of these designations have been recommended for abolition *vide* Appendix C. The existing incumbents in such designations will, however, continue in their present grades with the wage-scales as now prescribed, unless otherwise stated.

(vii) The Board has included some new designations in the scheme and also specified their grades and duties.

(viii) The Board has prescribed the minimum qualification/experience for some categories of employees.

(ix) The First Wage Board has not prescribed duties for some categories of employees. Now this Board has prescribed the same for them also.

(x) The duties prescribed for each category of employees are only principal duties and they are not exhaustive of their functions and duties.

Para 170

(xi) The factories should, as far as possible, recruit in future persons having qualifications and experience now prescribed by this Board. As far as the employees in the Cane Department, Administrative and General Department are concerned, the Board recommends that, unless otherwise indicated, if an employee not having the qualification now prescribed is required to perform the duties prescribed for the qualified employee, he should be entitled to the grade fixed for the qualified employee.

Para 171

8. For the purpose of standardisation of muster, the Board recommends the following procedure:—

(i) At the State level, there should be a Tripartite Machinery consisting of the representatives of the labour, employers and the State Government which should lay down the broad principles that should govern the standardisation of the muster rolls.

(ii) At the Factory level, there should be a Bipartite Committee. By taking into account the broad principles enunciated by the Tripartite Machinery stated above and the lay-out of the plant and the local conditions, this Committee should try to fix the muster rolls. In case there is difference of opinion at the bipartite level, it should be referred to the Tripartite Machinery for settlement.

Para. 172

9. For the purpose of wage revision, this Board has decided to adopt the same number of regions as determined by the First Wage Board but with some re-arrangement of States in the different regions as follows:—

- (i) **Northern Region.**—Consisting of the States of Punjab, Haryana, Uttar Pradesh, Bihar, West Bengal, Assam and Orissa.
- (ii) **Central Region.**—Consisting of the States of Rajasthan and Madhya Pradesh.
- (iii) **Southern Region.**—Consisting of the States of Gujarat, Tamil Nadu, Pondicherry, Kerala, Andhra Pradesh and Mysore.
- (iv) **Maharashtra Region.**—Consisting of the State of Maharashtra only.

Para. 228

10. The Board recommends to the Government to consider the question of treating the States of Kerala and Andhra Pradesh independent of other States in fixing the prices of levy sugar.

Para. 229

11. The first Wage Board prescribed that ordinarily the worker should cross the efficiency bar in his wage-scale as a normal routine and that only in case of proved inefficiency could the increment be stopped in which event his case should be reviewed by the management every year. This recommendation should continue to apply. This Board further recommends that if the increment at the efficiency bar is stopped, the reasons therefor should be communicated in writing to the employee concerned.

Para. 261

12. The seasonal workmen in the Supervisory, Clerical, Highly-skilled and Skilled grades should continue to get retaining allowance at 50 per cent of their monthly basic pay and dearness allowance and the seasonal workmen in the semi-skilled grade should get retaining allowance at 25 per cent of their monthly basic pay and dearness allowance as under the recommendations of the First Wage Board. The unskilled workmen employed on seasonal basis are not entitled to get any retaining allowance.

Paras. 292 & 297

13. If a seasonal workman getting retaining allowance is to retire during the off-season, he should be entitled to the retaining allowance till the date of his retirement during that off-season.

Para. 298

14. No Assistant Engineer should be employed on a seasonal basis.

Para. 299

15. (i) The amount of rent payable by an employee who had been allotted a house before 1st November, 1960 should be the money value of the free housing, which was added to his pay for placing him in the wage structure recommended by the First Wage Board [vide para. 315(2) of its report] and the subsequent increase in the rent if any made on account of increase in his total wages should be withdrawn from 1st November, 1969 and the amount originally taken for fitment should only be recovered from the wages payable to him for the month of November, 1969 and onwards.

Para. 313(i)

(ii) The employee who was allotted a house on or after 1st November, 1960 but before 1st November, 1969 should pay the rent which was charged at the time of the allotment of a house to him. That is, any subsequent increase in his rent due to increase in his total wages should be withdrawn from 1st November, 1969 and the rent charged originally at the time of the allotment of the house should only be recovered from the wages payable to him for the month of November, 1969 and onwards.

Para. 313(ii)

(iii) An employee who may be allotted a house on or after 1st November, 1969 should pay the rent as per the revised schedule of house rent given in table 8.2 of this report. The rent charged at the time of allotment of the house to him should not be increased due to the subsequent increase in his total wages.

Para. 313(iii)

(iv) If an employee is allotted a better type of house than the one originally allotted to him, then the rent for the latter house will be revised as per the schedule of rent given in table 8.2. The rent charged at the time of allotment of such a house to him should not be increased on account of subsequent increase in his total wages.

Para. 313(iv)

(v) If an employee does not choose to occupy the house allotted to him, no rent should be deducted from his wage. If any employee had refused the allotment of a house on or before 31st October, 1969 but is still paying the rent, he should not pay the rent with effect from 1st November, 1969.

Para. 313(v)

(vi) The amounts of rent received for the month of November, 1969 and onwards should be used for repairs and maintenance of the houses and the amount left over after attending to repairs and maintenance should be used for construction of new houses. This should be under the management of a Committee consisting of an equal number of representatives of the employer and the employees to be constituted in each factory.

Para. 313(vi)

16. Every factory should supply firewood to its workers for their domestic use on 'no profit no loss' basis, if there is a demand for the same from them. For this purpose, the Committee to be set up in the factory in connection with the management of the house rent should also ensure the supply of firewood on this basis.

Para. 315

17. Certain improvements have been made in the gratuity scheme evolved by the First Wage Board. The entire scheme as revised by this Board is given under Para. 347. The significant improvements recommended are as follows:

- (i) The scheme has been made applicable to all employees in respect of whom this Board has fixed or revised the wage structure or recommended revision of the wage structure by the management.
- (ii) For the period of service rendered from 1st November, 1960 onwards, the employees are entitled to gratuity on the basis of their revised basic pay.
- (iii) The age of superannuation has been raised from 58 years to 60 years.
- (iv) In the case of death while in employ irrespective of the length of service, or on attainment of the age of superannuation, or on retirement or resignation due to continued ill-health, the gratuity payable in respect of a seasonal workman should be calculated on the basis of 10 days' pay for every season of service as against 7 days' pay recommended by the First Wage Board. Similar increases have been recommended in respect of seasonal workmen in the case of their resignation or termination of their services depending upon the length of their services in the factory.
- (v) The Board recommends that the management would obtain from every employee the name(s) of his nominee(s) who is/are entitled to receive the gratuity in the event of his death before the amount is paid.
- (vi) The Board recommends that the management should disburse the gratuity amount within a month from the date when it becomes due.

18. The Board recommends the following wage-scales and graduated dearness allowance in all the regions.

Para. 364(2)

(2) *Wage-scales and graduated dearness allowance*

The wage-scales and graduated dearness allowance* shall be as follows:

Category	Wage-Scales in		Graduated dearness allowance in			
	Central, Northern and Southern regions Rs.	Maharashtra region Rs.	Central Rs.	Northern Rs.	Southern Rs.	Maharashtra Rs.
A. OPERATIVES						
Unskilled	110-1-119-2-129	110-1-119-2-129	6	16	21	30
Semi-skilled	118-2-136-3-151	123-3.50-154.50-4.50-177	8	11	23	33
Skilled C	125-3-152-4-172	130-4-166-5-191	10	20	25	38
Skilled B	140-4-160-EB-5-205	145-5-170-EB-5-215	15	25	30	43
Skilled A	160-6-190-EB-7-253	170-7-205-EB-7-268	21	31	36	49
Highly-skilled	205-8-245-EB-12-353	205-10-255-EB-12-363	28	38	43	54
B. CLERKS						
		All regions				
Grade V	127-3-154-4-174		10	20	25	43
„ IV	137-4-157-EB-5-202		16	26	31	49
„ III	160-6-190-EB-7-253		21	31	36	54
„ II	185-7-220-EB-8-292		31	41	46	64
„ I	255-8-295-EB-12-403		36	46	51	69
C. SUPERVISORY						
Grade C	255-15-390-20-490		36	46	51	74
„ B	305-20-405-25-630		41	51	56	79
„ A-II	355-25-530-30-650-35-755		41	51	56	79
„ A-I	375-35-550-50-1000		41	51	56	79

*The classification and grades of employees are furnished in Appendices V-A, V-B and V-C of this report.

19. The Labour Welfare Officer should get the wage-scale and dearness allowance as prescribed by the respective State Governments subject to the condition that no Officer should get less than wage-scale and the graduated and variable dearness allowance admissible to the Supervisory B grade.

Para. 364()

20. The Medical Officer should be allowed either to opt for the wage-scale, dearness allowance (both graduated and variable) now prescribed by this Board or for his existing emoluments.

Para. 364(6)

21. In regard to the revision of the wage-scales, etc. of some of the designations such as Assistant Sales Manager, Sales Manager, Purchase Officer, Assistant Works Manager, Transport Superintendent and Assistant Transport Superintendent, it is recommended that the factories concerned should revise their wage-scales, graduated dearness allowance and variable dearness allowance, having regard to their qualifications, experience and duties and also to the grades, wage-scales, etc. now recommended by this Board for the other comparable categories of employees in the industry.

Para. 364(8)

22. As far as other categories of workers such as horticulture overseer, tennis marker, cooper, cameraman, and tally section in-charge are concerned, it is recommended that the factories concerned should revise their wage-scales, graduated dearness allowance and variable dearness allowance, having regard to their qualifications, experience and duties and also to the grades, wage-scales, etc. now recommended by this Board for the other comparable categories of workers in the industry. If any dispute arises in this regard, efforts should be made to get it settled through the Tripartite Machinery, failing which resort may be had to the appropriate machinery under the Industrial Disputes Act.

Para. 364(8)

23. The basic pay and other allowances of the teaching staff should be revised and their total emoluments should not be less than those in force for similar categories of employees in the service of the Government of the State where the factory is situated subject to the condition that no one should receive less than the minimum of the wage-scale, graduated and variable dearness allowance now prescribed for the Clerical Grade V.

Para. 364(8)

24. In all regions, the variable dearness allowance should be given by linking it with the New Series of All-India Average Consumer Price Index Numbers for Industrial Workers (Base: 1960=100)

Para. 364(4)

25. The variable dearness allowance should be paid for the points over 150 to 176 from 1st November, 1969, at the following rates:

- (a) for operative upto Skilled B and for Clerks drawing revised basic pay upto Rs. 150/- per month, the rate should be 83 paise per point;
- (b) for all other employees, the rate should be 95 paise per point.

The total amount of variable dearness allowance payable from 1st November, 1969 works out to Rs. 21.58 per month for categories of employees under item (a) and to Rs. 24.70 per month for categories of employees under item (b) above.

Para. 364(4)

26. The subsequent adjustment in the variable dearness allowance should be made for a rise over or a fall below 176 points provided the rise or the fall is by 5 or more points. Once there has been a rise or a fall by 5 or more points, adjustment should be made for every point of rise or fall at the rates specified under item 25 above. Once an adjustment has been made, future adjustment should similarly be made for a further rise or fall by 5 or more points.

Para. 364(4)

37. From 1st July, 1970 onwards, the adjustment in the variable dearness allowance should be made once a year and should be effective from 1st July of that year on the basis of the average monthly Index Numbers calculated over the preceding twelve months' period from 1st July to 30th June.

Para. 364(4)

28. While calculating the average monthly Index Number for the twelve months' period, the fraction of 0.50 or above should be rounded off to the next higher figure and the fraction of less than 0.50 should be ignored.

Para. 364(4)

29. No deduction in the graduated dearness allowance should be made for any fall below 150 points of the Index (Base: 1960=100) unless the fall exceeds 10 points.

Para. 364(4)

30. The First Wage Board recommended payment of a special weightage of Rs. 5 p.m. over and above the wage-scale to Palledar/Hamal in all regions and of Rs. 5 p.m. to Peon, Watchman, Laboratory Boy, Sweeper, Cleaner and Guest House Attendant in Maharashtra region. According to this Board's recommendation, the Laboratory Boy, having been upgraded from Unskilled grade to Semi-skilled grade, will cease to get the weightage. All other categories mentioned above excepting Palledar/Hamal will continue to get the weightage of Rs. 5 p.m. and the Palledar/Hamal in all regions will get a weightage of Rs. 15/- p.m. The Guest House Attendant in other regions will also get a weightage of Rs. 5/- p.m. Besides, in all regions, the Centrifugal Mazdoors, other than the Centrifugal Operators engaged in high speed automatic Centrifugals, will get a weightage of Rs. 5/- p.m.

Para. 364(10)

31. No employee should be placed below the minimum in the revised wage-scale of the grade to which he is entitled.

Para. 364(3)

32. For the purpose of fitment, the following procedure shall be adopted. There shall be added a sum of Rs. 50 to the monthly basic pay, payable for November, 1969 as per the recommendations of the First Wage Board and the interim recommendations of this Board, of every employee in the following categories, viz. (a) operatives upto Skilled 'B' Grade; and (b) Clerical employees whose monthly basic pay is upto Rs. 100, and there shall be added a sum of Rs. 55 to the monthly basic pay, payable for November, 1969, as per the recommendations of the First Wage Board and the interim recommendations of this Board, of every employee in the other categories, viz. (a) Operatives in skilled A grade and higher grades; (b) Clerical employees whose monthly basic pay is over Rs. 100 except in the case of Compounder, Nurse and Midwife; and (c) Supervisory employees except in the case of Labour Welfare Officer and Medical Officer. The total amount so arrived at in each case shall be the basis for fixing the revised monthly basic pay from 1st November, 1969 in the revised wage-scale of the grade to which the employee becomes entitled. If this total amount falls below the minimum of the revised wage-scale, the revised basic pay shall be fixed at the minimum. If it coincides with any stage in the revised wage-scale, the revised basic pay shall be fixed at that stage. If it falls between two stages in the revised wage-scale, the revised basic pay shall be fixed at the higher stage.

Para. 364(3)

33. The revision of the wage-structure of all the employees as per the procedure of fitment laid down is subject to the condition that every one should get an increase, over his total wages payable for the month of November, 1969 as per the recommendations of the First Wage Board and the interim recommendations of this Board, of not less than Rs. 21.53 in the following regions, viz. Central, Northern and Southern and Rs. 24.53 in the Maharashtra region. However, if an employee gets an increase of more than the amount stipulated above in the process of fitment consequent upon the change in his grade, scale of pay, rate of annual increment, etc. such an increase should be allowed to him. The employees in the States of Gujarat and Orissa will also get increase higher than the minimum

increase specified above as Gujarat is now included in the Southern region and Orissa in the Northern region. This recommendation is also subject to the condition that no one should cross the maximum of the wage-scale to which he belongs.

Para. 364(9)

34. When a reliever of a lower category relieves workmen in a higher category, he should, during the period of such service receive pay and other allowances at the rates not lower than the lowest received by a workman in the higher category. This should also apply to relievers employed for the purpose of allowing weekly holidays. For the purpose of payment of retaining allowance to such workers, the average of the total wages paid during periods of service in crushing season should also be taken into account.

Para. 364(11)

35. If a workman other than a relieving workman is allotted duties in two different grades alternatively and regularly, than he should be given the designation and wage-scale of the higher of the two grades. However, he should not refuse to perform the duties prescribed for the lower grade.

Para. 364(12)

36. If there is any change in the status of job as between the season and the off-season, the grade and the wage-scale of the better of the jobs performed by the workman should be considered for fitment in the revised wage-scale, subject to the condition that he is not entitled to this benefit if he has not performed the duty in a higher grade at least in one full season or in one full off-season.

Para. 364(13)

37. The Board discourages the practice of continuing the employment of an employee beyond the age of superannuation or of re-employment after retirement on terms less favourable than those on which they were previously in service. If for any reason, any such employee is continued in employment, he should get the same terms of service as before. Such employees whose services were continued or who were re-employed in the same posts on or before the 31st October, 1969 and are still continuing in service should also be entitled to the benefit of this recommendation with effect from 1st November, 1969.

Para. 364(15)

38. If a vacancy arises by dismissal, death or superannuation of a workman or by any other cause, and if the management does not propose to fill up that vacancy, the question whether the vacancy should be filled up or not should be settled by negotiations between the management and the trade union(s) in the factory. In case it is not so settled, resort may be had to the usual machinery available for resolving the dispute under the Industrial Disputes Act, 1947 or any other State Statute applicable to the region for resolving the industrial disputes.

Para. 364(16)

39. All disputes relating to the implementation of the recommendations of this Board, which are not settled through bipartite negotiations should be referred to a Tripartite Machinery to be set up by the Government of the State concerned.

Para. 364(17)

40. This Board also recommends that at the Centre, a Tripartite Committee should be set up. It should function at least for a year after the acceptance of our report by the Government. This Committee should meet from time to time and issue clarifications on any points raised in regard to the implementation of the recommendations of this Board.

Para. 364(17)

41. Such recommendations of the First Wage Board as are not varied by this Board should continue to apply.

Para. 364(18)

42. These recommendations should not have the effect of reducing or denying any existing emoluments or benefits or amenities to which the employees are entitled.

Para. 364(18)

43. If a factory has, on or after 1st November, 1960 under any settlement with its employees or the union(s) given any general increase in wages, interim or otherwise, other than those arising from the interim recommendations of this Board, such increase in wages should be adjusted against the rise in wages now recommended by this Board.

44. These recommendations should remain in force for a period of 5 years with effect from the 1st November, 1969.

45. These recommendations should be treated as an integral whole and implemented accordingly

T. S. SANKARAN, Jt. Secy.

